



**GOLD FIELDS**

## **GROUP POLICY STATEMENT OCCUPATIONAL HEALTH AND SAFETY**

Our vision for Occupational Health and Safety is aligned to our principal value, “If we cannot mine safely, we will not mine”. Accordingly, we aim to achieve the correct balance between health and safety leadership, behaviours and fit for purpose management systems, protocols and controls.

To attain this vision, we at Gold Fields commit to:

- eliminating fatal and serious injuries in our workforce;
- providing a workplace that is conducive to the health, safety and wellbeing of our workforce;
- continually improving our occupational health and safety management system and performance through the provision of appropriate leadership, systems, resources, training, support, personal protective equipment and the application of good practices, scientific knowledge and technology;
- creating a caring and trusting culture, with regular engagements at all levels of the organisation, where front-line leaders lead by example and everyone is confident to speak up about health and safety;
- active identification, assessment and control of occupational health and safety risks;
- complying with applicable legal requirements and other rules, codes and standards to which we subscribe, including ISO 45001;
- continually assessing our health and safety systems and developing internal standards and protocols where gaps are identified;
- ensuring that employees, contractors and other stakeholders have the relevant skills to perform work-related tasks in a safe manner and that they are aware of their individual occupational health and safety obligations and rights;
- applying an open, transparent, positive and constructive approach in health and safety related interactions with all stakeholders, including our host communities;
- benchmarking our health and safety performance, taking account of evolving stakeholder expectations to gauge our rate of progress;
- making this policy and its revisions, objectives and targets available to employees, contractors and other stakeholders;
- setting objectives in line with our commitment to this policy; and
- promoting consultation and participation on Occupational Health and Safety matters

Everyone working at Gold Fields’ operations plays an active role in achieving these commitments by:

- exercising their right to a safe working environment by withdrawing from and reporting situations that are unhealthy or dangerous to them or their workmates;
- taking personal ownership of their roles in occupational health and safety management programmes; and
- complying with documented standards and procedures

Chris Griffith

Chief Executive Officer

May 2021

Date

**HEALTH AND SAFETY**